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1. A form for each job vacancy filled by the station from August 1, 2007 to July 31, 2008 entitled the **"Recruitment Sources Report"** which includes the following information:

2. A second form entitled "Interviewee Records Report" listing the following information:

- ### 3. A brief description of Recruitment Initiatives.

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080(c)(6), is filed on the WHNS website and in the WHNS Public File.

For the period of August 1, 2007 to July 31, 2008, WHNS filed the following job vacancies as defined by the FCC EEO rules.

Job Vacancies: August 1, 2007 to July 31, 2008

SIO=Requesting Sources/Organizations that requested and received the job vacancy notice.
 X= Represents All Recruiting Sources that received the job vacancy notice.
 HS= Referral Source
 HS= Recruitment Source that referred Hiree.
 IRER=Hiree was referred by Industry Referral/Employee Referral.
 IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

Job Vacancies: August 1, 2007, through July 31, 2008
This Report lists all Recruitment Sources and the total number interviewees referred by each Recruitment Source during this reporting period.

⁴If contacts change during the reporting period, note date and name changes below.

WHNS Recruitment Initiatives Report
August 1, 2007 through July 31, 2008

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	August 1, 2007 to July 31, 2008	<p>During the reporting period WHNS provided Internships to 9 Students. The Interns worked in the News, Production, Promotion, Sales and Administration Departments.</p> <p>The interns participating in the Internship program primarily attend schools in South Carolina or North Carolina. The interns are currently enrolled in disciplines relating to the broadcast industry.</p> <p>These interns performed such duties as system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, assisting with sales activities and researching log discrepancies.</p>	Bob Jones University, Clemson University, Howard University, Isothermal Community College, USC Upstate
Internship Sponsor	March 31, 2008	Assistant News Director, Kelly Boan, represented WHNS at a "Thank you Luncheon" hosted by Furman University. WHNS was acknowledged for being an intern sponsor and providing meaningful experiences for their students. The intern program mentors these students and challenges them to apply their knowledge and skills at the industry level.	Furman University
Code of Business Conduct and Ethics Web-Based employee training program	August 1, 2007 to July 31, 2008	All new department heads, supervisors and employees participate in the Code of Business Conduct and Ethics web-based training program. This program reviews business practices and procedures, including an overview of equal employment opportunity regarding harassment and discrimination.	Meredith Corporation's EEO & Employee Relations Department
Targeted Selection Training	August 1, 2007 to July 31, 2008	All new managers participate in the Targeted Selection Interview training process. This training includes 6 hours web based training, and covers hiring and promoting the best candidate, legal interview questions, and techniques to comply with state and local laws prohibiting discrimination.	Meredith Corporation's Training Department
Establishment of Training Program	August 1, 2007 to July 31, 2008	Tuition Reimbursement program designed to allow employees to acquire skills to further their careers in broadcasting.	Meredith Corporation's Tuition Reimbursement Program
Equal Employment Opportunity Web-Based training program	August 1, 2007 to July 31, 2008	All new department heads, supervisors and employees participate in the Equal Employment Opportunity web-based training program. This program reviews discrimination and harassment based on race, religion, sex, national origin, color, age, disability, sexual orientation and other protected classes under the law.	Meredith Corporation's EEO & Employee Relations Department
WHNS Web Site	August 1, 2007 to July 31, 2008	WHNS web site instructs organization who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone and email address are listed for contact purposes.	www.whns.com
WHNS TV on-air announcements	August 1, 2007 to July 31, 2008	WHNS on air PSA announcement instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Business Office/Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are shown in the PSA s	WHNS - TV

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Media Sponsor/ Partner	July 29, 2007 to August 8, 2007	WHNS' sponsorship of the Urban League of the Upstate Job Fair. WHNS produced "Job Tips Series" for interviewee's on how to dress, how to prepare a resume and questions to ask. These spots aired on 7/29/07 to 8/08/07 leading to the job fair connections on 8/08/07. Information about the job fair was on www.foxcarolina.com website from July 29, 2007 to August 8, 2007. The website included links to the Urban League website and more interviewing tips for the job seekers. WHNS aired a total of 46 public service announcements - spots, and also ran news stories on 8/06/07 - 8/08/07 on "The Morning News" and "The 10 O'Clock News" promoting the Urban League Job Fair.	Greenville Urban League of the Upstate's 2007 Career Connection
Job Fairs, Career Fairs, Expos	August 8, 2007	WHNS department heads (Guy Hempel/General Manager, Jeff Guilbert/General Sales Manager, Alan DeFlorio/National Sales Manager, Kyann Lewis/News Director, Kelly Boan/Assistant News Director, Michel Pelletier/Creative Services Director, Eric Clark/IT Administrator, Phyllis Olson/Business Manager and Joan Lovelace/Human Resources) manned the station's booth, and provided information about WHNS, at the annual career connection/diversity job fair. Managers spoke with job seekers concerning current WHNS' current job vacancies, job requirements and how to apply. This event connected with 5,000 potential candidates, and 54 employers who were seeking to fill job vacancies with their companies. We collected approximately 130 resumes.	Greenville Urban League of the Upstate's 2007 Career Connection
	August 8 - 12, 2007	Meredith Corporation participated in the NABJ Annual Convention and Career Fair. Meredith actively recruited and extensively networked with industry professionals, reviewing resumes and critiquing tapes. All of Meredith's open positions were posted at the convention. This convention was attended by approximately 3,000 professionals, and approximately 200 candidates visited the booth to discuss career opportunities.	National Association of Black Journalist Annual Convention and Career Fair, Las Vegas, NV
	March 27, 2008	News Anchor, Stephanie Maxwell and Reporters, Jennifer Phillips and Jade Hindmon attended the convention and participated in seminars and training sessions that were offered at the convention.	
	March 27, 2008	News Anchor, Jeff Moreau, spoke to students at USC-Upstate interested in a career in Journalism. This was followed by a question and answer session on broadcasting careers, getting started in television news, tips on what to put on a resume tape and industry markets. There were 25 students ranging in age from 18 - 24 in attendance.	USC Upstate - Spartanburg, SC
	April 8, 2008	WHNS participated in annual SCBA career job fair. Joan Lovelace/Human Resources and Kelly Boan/Assistant News Director spoke with over 150 students regarding job possibilities and their area of interest. Actively recruiting rising seniors and juniors for internship opportunities, and increasing pool of potential applicants with an emphasis on minorities. Spoke with University department heads who accompanied students, and provided literature regarding WHNS internship program. Many candidates came with their demo tapes to review as candidates for open positions.	South Carolina Broadcaster Association's Annual Collegiate Job Fair - Columbia, SC

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	May 14, 2008	WHNS participated in ECPI College of Technology Job Fair and Advisory Board Meeting. Eric Clark/IT-Engineering Supervisor and Haroldton Lewis/Master Control Technician met with students to prescreen perspective employees and create student interest in future opportunities. The advisory board meets to provide and share industry knowledge and emerging technology in broadcasting	ECPI College of Technology
	June 11, 2008	WHNS General Manager, Guy Hempel, on behalf on Meredith Corporation, attended the NAB Education Foundation Media Sales Institute and interviewed recent graduates who were introduced to all facets of media sales and planning. Fourteen students made presentations of media plans that they had prepared to address specific case studies as assigned. Guy also set-up formal recruiting meetings with 6 students and discussed industry opportunities in general and Meredith markets specifically.	NABEF Media Sales Institute Howard University - Washington, DC
	July 23 - 27, 2008	Meredith Corporation participated in the Unity '08 Quadrennial Convention. Meredith actively recruited and extensively networked with industry professionals, reviewing resumes and critiquing tapes. All of Meredith's open positions were posted at the convention. This convention is the largest gathering of journalists of color. Nearly 10,000 journalists and media executives met to discuss timely issues affecting journalism and the media industry.	UNITY '08 Convention, Chicago, IL
	July 23 - 27, 2008	Meredith Corporation participated in the UNITY: Journalists of Color, Inc. conference. Meredith actively recruited and extensively networked with industry professionals, reviewing resumes and critiquing tapes. All of Meredith's open positions were posted at the convention. Journalist of Color is a coalition of four alliances, The Asian American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists and the Native American Journalists Association. The mission of this conference is to advocate fair and accurate news coverage about people of color, and aggressively challenge the industry to staff its organizations at all levels to reflect the nation's diversity.	UNITY: Journalist of Color, Inc., Chicago, IL - The Asian American Journalists Association, The National Association of Black Journalists, The National Association of Hispanic Journalists, The Native American Journalists Association
Programs sponsored by educational institutions relating to career opportunities in broadcasting	Ongoing	Bernard Reid/Chief Editor teaches Production, Editing and Television News classes at Tri-County Technical College.	Tri-County Technical College
	Ongoing	Jeff Moreau/News Anchor teaches a journalism class called "Speech for Radio/TV" at USC-Upstate	USC Upstate - Spartanburg, SC
	Ongoing	Eric Clark, IT/Engineering Supervisor teaches classes in computer networking and computer applications at ECPI College of Technology.	ECPI College of Technology
	Ongoing	Sheila Harbin/Creative Services Writer Producer is on the Radio & Television Broadcasting Advisory Committee at Tri-County Technical College. The purpose of the committee is to set goals for the RTV program based on the market's needs for employees. The committee members also discuss potential obstacles, upcoming events and other educational opportunities.	Tri-County Technical College

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	September 18, 2007	News Director, Kyann Lewis, participated in a Media Panel to promote "good news" stories from the classroom. The panelist addressed how they gathers news, deadlines, what information is needed when a school asks for media coverage for a school event. There was a question and answer session at the end of the meeting.	Greenville County Schools Headliners' Workshop, Media Panel
	October 20, 2007	WHNS Morning Anchor, Stephanie Maxwell, emceed the NAACP Scholarship dinner. NAACP's objectives are to ensure political, educational, social, and economic equality of rights for all individuals.	National Association for the Advancement of Colored People- NAACP
Career Day/School Visits	10/24/07, 1/08/08, 3/06/08, 4/03/08, 4/07/08, 4/11/08	WHNS Broadcast News Talent visited and participated in local public schools career days to educate students about career opportunities in broadcasting Meteorologist/Weather Anchors, Andrew Wood, and Melissa Jones spoke to students about weather casting and allowed time for the students to ask and answer general weather questions	Greenbrier Elementary, Greenville Technical Charter High School, Six Mile Elementary, Mauldin Elementary, Hollis Road Academy, Hollis Academy
	2/01/08, 2/13/08	News Anchor, Diana Watson, spoke to students about broadcast careers, working in television news and education requirements at career day.	Pickens Middle School, Plain Elementary
	February 11, 2008	News Reporter/Jade Hindmon, spoke to students about broadcast careers, working in television news and education requirements at career day.	Cherrydale Elementary
	February 29, 2008	News Anchors/Diana Watson and Jeff Moreau, participated in reading days at kindergartener and elementary schools. They read to students and participated in a question and answer session regarding broadcasting.	Welcome Elementary, Sara Collins Elementary School
Job Shadowing	October 8, 2007	Two students job shadowed News Anchor, Stephanie Maxwell, for their class project on broadcast journalism. They watched the newscast, interviewed Anchor and took video of the studio and master control.	Clemson University
	February 29, 2008	Student was engaging and interested in everything. She asked good questions, and she particularly was interested in editing & commercial production.	Tamassee-Salem High School
Station Tours	11/28/07, 12/18/07, 1/29/08, 2/06/08, 2/27/08, 4/02/08, 4/17/08, 4/21/08, 6/16/08, 6/17/08, 6/24/08, 7/15/08	WHNS News Directors and Talent provide station tours to educate students about career opportunities in broadcasting. The students interest range from how we create a newscast, how we forecast weather and the on air aspects of broadcasting. The station tour is designed to help further educate students about how a television station operates and the jobs within. Questions are always encouraged and answered during these opportunities.	Berry Shoals Intermediate School, Berea High School, Blue Ridge Middle School, ECPI, Riverside High School, Girl Scouts, Chesnee Elementary School, USC Upstate, Spartanburg District 5 Middle School, Mauldin Police Youth Academy-Boys, Mauldin Police Youth Academy-Girls, Spartanburg Middle School,

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